



BC's Union for Professionals

Dear PEA-HESU Members,

The Bargaining Committee is pleased to recommend acceptance of the proposed terms of settlement to renew the collective agreement. Included is the entire settlement agreement reached on Saturday, August 17 at 4:57 a.m. and below is a summary.

The Bargaining Committee worked diligently to secure a tentative agreement with the Employer that achieved improvements in several areas including: significant and unprecedented wage increases, Health and Safety, Support for Indigenous Workers, Inclusivity and Equity, Working from Home, Health and Welfare Benefits, and more. The committee also laid the foundation for progress for future rounds of bargaining.

In addition, the committee was able to maintain and improve health and welfare benefits and did not agree to any changes that would place limits on massage therapy, physiotherapy or private duty care nurse.

In Solidarity,

PEA-HESU Bargaining Committee

Chrissy Spratt, Chairperson
Nina Dhillon, Secretary
Lisa Mayo
Maria Rodriguez
Bal Sandhu, Chapter President
Brett Harper, Labour Relations Officer

Article 4.08 - Troubleshooter, 4.10 – Expedited Arbitration, and 5.01 – Composition of the Board

- Changes to the list of troubleshooters and arbitrators to remove Irene Holden and Mark Atkinson, and include **Jitesh Mistry, Amanda Rogers and Ken Saunders**.

Article 6.09 – Seniority Dates and Hours

- Change the frequency of the seniority list from 'upon request' to '**quarterly**'.

Article 6.11 (k) – Job Postings and Applications (NEW)

- Agree to move the Memorandum Of Understanding previously agreed to outside of the collective agreement into the body of the agreement.
- Previous 6.08 (k) becomes 6.08 (i)

Article 8.01 – Bereavement Leave

- Change the name from Compassionate Leave to Bereavement Leave.
- Gender neutral language changes.



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- Expand the definition of family as follows:
 - o or any other individual the employee considers immediate family consistent with their cultural practices, which may include the 2SLGBTQIA+ community, and Indigenous Elders.
- Eliminate 'after 20 weeks' so members can access Bereavement Leave for any loss of pregnancy.

Article 8.09 – Leave for Public Office and Indigenous Governing Entities

- Expand the article to include an unpaid leave for members who run for, and if elected serve, on an Indigenous Governing Entity.

Article 8.13 – Transition Leave (NEW)

- Members can access up to eight weeks of paid transition leave (cumulative).

8.14 – Employment Standards Act Leaves (NEW)

- Lawyers and Accountants are not covered under Employment Standards Act (ESA). This article provides them the same leave entitlements as other employees under ESA.

8.15 – Cultural Leave for Indigenous Employees (NEW)

- Self-identified Indigenous employees can access up to 16 hours with pay per calendar year to organize and/or attend Indigenous cultural events.

9.04 – Shift Premiums

- Increase evening or night shift premium from \$1.20 to **\$1.75**.
- *Retroactive to April 1, 2024.*

Article 9.09 – Meal Break and Meal Allowance Support Staff

- Increase from \$37.50 to \$42.50
- Housekeeping change to the title from Administrative Assistant to Support Staff.
- *Retroactive to April 1, 2024.*

Article 10.14 (b) – Vacation Carryover (NEW)

- Agree to move the Memorandum of Understanding (MOU) previously agreed to outside of the collective agreement into the body of the agreement.

12.01 – Sick Leave

- Delete 12.01 (i) – housekeeping update. Language no longer relevant.

Article 13 - Maternity, Parental and Adoption Leaves of Absence



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- Improvements to the Supplemental Plan where both parents are employees.
- Changes to ensure that the language complies with the Employment Standards Act.
- Housekeeping changes.

Article 14.03 – Early Retirement Option

- The union recognized the inequities of the Article 14.03 – Early Retirement Option. The parties agreed to discontinue the program after 2024 and reallocate the funds for all bargaining unit members' benefit. This will support all members in saving for their retirement.
- Members will receive a 1% monetary increase every pay based on gross, indefinitely, effective 2025. It will be called ERIP reallocation on each pay slip.
- The accumulated existing fund will be divided amongst all bargaining unit members in early 2025, based on months of service seniority. This money can be deposited into a Registered Retirement Savings Plan (RRSP) at the members discretion.

Article 15 – Health and Welfare Benefits

- Increase Long-Term Disability Plan maximums from \$6000 to \$7000 per month.
- Increase Hearing Aid Coverage from \$2000 to \$3000 every five years.
- Add Nutritionist to Dietician category.
- New enhanced coverage for Gender Affirmation.

Article 16.08 – Transportation Allowance

- The creation of a new monthly maintenance allowance of \$55.00. This reduces the administrative burden on members of submitting receipts for reimbursement and allows members to prioritize their necessary maintenance expenses on their vehicles. Also removes quarterly restrictions.
- Housekeeping changes.
- Agree to include the word 'reasonable' in relation to gas expenses.

Article 17.01 and 17.02 – Per Diem and Meal Allowance

- Increase from \$37.50 to \$42.50 for meal allowance
- Increase from \$37.50 to \$42.50 for in-town work per diem.
- Increase from \$75.00 to \$85.00 for out-of-town work per diem.
- Housekeeping change to the title from Administrative Assistant to **Support Staff**
- *Retroactive to April 1, 2024.*

Article 18.02 – Workload Investigation Committee

- Minor changes to remove time limitations, and improvements to expenses.



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Article 18.03 – Psychological Health and Safety at the Workplace

- Significantly expand to include CSA standard and 14 factors affecting psychological health and safety in the workplace. The language requires the employer to consult with the union in identifying problems, creating a reporting and investigation process, and ensuring a plan to control risks.

Article 18.04 – Respectful Workplace (NEW)

- Requires the employer to develop a respectful workplace policy and complaints procedure with input from the union, and a commitment to educate all members on the policy and process. The policy will include the conduct of non-PEA-HESU members.

Article 18.05 – Safety Footwear Reimbursement (NEW)

- Reimbursement of up to \$150 per year for specific classifications (regular and casual Building Services employees, Production Centre Administrator, Mailroom assistant, and Production Centre Administrative Assistants) who purchase work-specific safety footwear.

Article 22 – Wages and Term of the Collective Agreement

- Housekeeping changes.
- Agree to move Accruals and Payouts MOU into the body of the agreement.
- Term of April 1, 2024 – March 31, 2027.

Schedule A – Classification and Wage Schedules

- Wage increases as follows:
 - o April 1, 2024 – \$1.00 per hour, plus 6.75% (*retroactive to April 1, 2024*)
 - o April 1, 2025 – 4.25%
 - o April 1, 2026 – 3.00%

Article 24 – Working From Home (NEW)

- Expanded to five days in a pay period.
- Agree to move the Memorandum of Understanding (MOU) previously agreed to outside of the collective agreement into the body of the agreement.
- Minor housekeeping changes.

Article 25.01 – New Hires

- All CTO hours will count towards Representative Career Track.

Addendum 1 – Casual Employees

- Increase to stat pay from 5.8% to 6.0% to match regular employees.



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Addendum 2 – Complaints Investigation Procedure

- Update and expand the list of investigators in section (a) as follows:
 - o Remove Ana Mohammed and add **Tonie Beharrell, Yuki Matsuno, Anita Atwal, Catherine Sullivan, Heather Hettiararchchi, or Jennifer Kwok.**
- Update and expand the list of investigators in section (b) as follows:
 - o Remove Gwen Brodsky and add **Roy Johnson**

Addendum 4 – Employment Equity and Memorandum of Understand Indigenous Employee Engagement (NEW)

- Housekeeping updates to Addendum 4
- Created an MOU between the parties that will support a process to engage Indigenous employees in the development of a collective agreement preamble for possible inclusion in future rounds of bargaining.

LOU – Working from Home – Ineligible Positions (NEW)

- Recognition that certain positions, ineligible for work from home, should be considered for meaningful work when they must stay home to comply with the Communicable Disease Prevention Response Policy. When meaningful work is not available, those classifications can access their special leave bank up to 16 hours per quarter, rather than sick leave bank.

LOU – Group Benefits Plan Design – Coverage Consultation (NEW)

- The union will receive access to benefits utilization data information annually.
- The parties will discuss a Joint Agent of Record.

Clarification on Future Increases to Per Diems and Meal Allowances

- *Future increases to Per Diems and Meal Allowances possible if HEU Per Diem amounts are increased at Convention 2024 or 2026. This clarifies mixed practices in past rounds of bargaining.*